



U.S. DEPARTMENT OF THE INTERIOR
Certification of Position Approval for Retirement
Under
5 USC 8336(c) and 8412(d)

[X] Approved under the Civil Service Retirement System, 5 USC 8336(c)

[X] Approved under the Federal Employees Retirement System, 5 USC 8412(d)

Category of Coverage: Primary - Rigorous (FF)

Bureau: Bureau of Land Management, Bureau-wide

Classification Title: Range/Forestry Technician (Fire)

Organization Title: Firefighter - IHC

Position Number: F190 Series and Grade: GS-0455/462-4

RECOMMENDATION FOR COVERAGE REVIEW:

Primary rigorous coverage is recommended for this position. Special retirement coverage under both CSRS and FERS is requested. This position has been approved at the GS-05 level.

The primary purpose of this position is to serve as a member of a 20-person Interagency Hotshot Crew (IHC). Primary duties are directly connected with the control and extinguishment of fires. Incumbent is subject to medical examination and must pass the work capacity test for arduous positions.

The duties of this position are so rigorous that employment opportunities are limited to young and physically vigorous individuals who must meet established physical qualification requirements.

Ernest M. Hughes
Bureau Program Designee

2-28-02
Date

Marcia L. Scifres
DOI Fire & Law Enforcement Team Lead, Marcia L. Scifres

03/14/2002
Date

APPROVAL: The position described above is approved for coverage under Firefighter or Law Enforcement (FF/LEO) Retirement and retroactive to the classification date of 11/21/00. Approval is by DOI Secretary's Designee:

[Signature]
Deputy Assistant Secretary, Human Resources

3/27/02
Date

POSITION CLASSIFICATION AMENDMENT

1. OFFICIAL HEADQUARTERS

NV-014 Elko Field Office, Elko NV

2. NAME OF INCUMBENT

VACANT

3. ORGANIZATIONAL LOCATION AS SHOWN ON CURRENT DESCRIPTION

AS HEREBY AMENDED

11a. Department of the Interior

d. Elko Field Office

b. Bureau of Land Management

e. Division of Fire and Aviation

c. Nevada State Office

4. CSC TITLE AND BUREAU POSITION NO.

Lead Range Technician (fire) - Senior Firefighter - IHC

SCHEDULE

GS

SERIES

0455

GRADE

05
04

—X—SAME AS PRESENT, AMENDED FOR: —CSC TITLE —POS. NO. —SCHEDULE —SERIES —X—GRADE

CERTIFICATIONS

5. I CERTIFY THAT THE POSITION IDENTIFIED ABOVE HAS CHANGED AS REFLECTED IN THIS AMENDMENT (SEE BELOW)

6. I CERTIFY THAT THE CHANGES REFLECTED ARE PROPER AND THE POSITION AS HEREBY AMENDED IS PROPERLY CLASSIFIED.

Sandy Trupp 2/28/02
(SIGNATURE OF OFFICIAL EXERCISING CLASSIFICATION AUTHORITY) -
DATE

DESCRIBE BRIEFLY, BUT IN FULL, THE REASONS FOR CHANGES CHECKED ABOVE, AND THE ADDITIONS, DELETIONS, OR OTHER REVISIONS WHICH ARE TO BE MADE IN THE DESCRIPTION PROPER.

The basic function within which the incumbent works is described in the attached GS-05 position description. However the incumbent is assigned to this position at a developmental or advanced trainee level. He/she will perform the routine/less difficult assignments with considerable independence in planning, selecting the appropriate methods and carrying out the work. The more difficult/complex work is performed under close guidance in terms of objectives, problem areas to be encountered, professional judgement being applied, and interpretation of regulations/guidelines.

The supervisor spot checks work in progress and reviews completed work for adequacy, accuracy, adherence to instructions, interpretation of guidelines, professional judgement used, and developmental progress towards performing the full range of duties identified at the full performance level.

This position is an entry level, recruitment orientated position and the applicant base would be greatly increased by this change.

Department of the Interior, FLERT Specialist Anna Buckner

This PD has been approved as follows under 5 USC 8336(c) and 8412(d)

☒ Firefighter

☐ Law Enforcement

☒ Primary

☐ Secondary/Administrative

☐ Sec/Supvy

Approval Date

March 27, 2002

SUPERVISORY CERTIFICATION: I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.

Sgt. Roads

Name and Title of Immediate Supervisor

Shane McDonald

2/28/02
Date



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Position Number: F190 Series and Grade: GS-0455/0462-05

RECOMMENDATION FOR COVERAGE REVIEW:

Primary rigorous coverage is recommended for this position. Special retirement coverage under both CSRS and FERS is requested.

This is a position of a full-performance Firefighter. The incumbent has received formal and on-the-job training in the general duties and responsibilities of a Firefighter and in the specific duties and responsibilities involved as a member of a 20-person Interagency Hotshot Crew (IHC). The primary mission of the IHC is provide mobile and highly trained crews for fire suppression and other resource related assignments. Primary duties are directly connected with the control and extinguishment of fires. Incumbent is subject to medical examination and must pass the work capacity test for arduous positions. **Duties are rigorous and employment is limited to young and physically vigorous individuals.**

[Signature]
Bureau Program Designee

12/20/00
Date

[Signature]
DOI Fire & Law Enforcement Team Lead, Marcia L. Scifres

12/22/2000
Date

APPROVAL The position described above is approved for coverage under Firefighter or Law Enforcement (FF/LEO) Retirement retroactive to classification date 11/21/2000. Approval is by DOI Secretary's Designee:

[Signature]
Wendell K. Sutton, Deputy Assistant Secretary, Human Resources

12/27/2000
Date

POSITION DESCRIPTION <i>(Please Read Instructions on the Back)</i>						1. Agency Position No. <div style="border: 1px solid black; display: inline-block; padding: 2px 10px;">F190</div>																																																	
2. Reason for Submission <input checked="" type="checkbox"/> Redescription <input type="checkbox"/> Reestablishment <input type="checkbox"/> New <input type="checkbox"/> Other Explanation (Show any positions replaced) Replaces PD # F181 and F182.		3. Service <input type="checkbox"/> Hdqtrs <input checked="" type="checkbox"/> Field		4. Employing Office Location		5. Duty Station		6. OPM Certification No.																																															
7. Fair Labor Standards Act <input type="checkbox"/> Exempt <input checked="" type="checkbox"/> Nonexempt 10. Position Status <input checked="" type="checkbox"/> Competitive <input checked="" type="checkbox"/> Excepted (Specify in Remarks) <input type="checkbox"/> SES (Gen.) <input type="checkbox"/> SES (CR)		8. Financial Statements Required <input type="checkbox"/> Executive Personnel Financial Disclosure <input type="checkbox"/> Employment and Financial Interest 11. Position Is <input type="checkbox"/> Supervisory <input type="checkbox"/> Managerial <input checked="" type="checkbox"/> Neither		12. Sensitivity <input checked="" type="checkbox"/> 1-Non-Sensitive <input type="checkbox"/> 3-Critical <input type="checkbox"/> 2-Noncritical Sensitive <input type="checkbox"/> 4-Special Sensitive		9. Subject to IA Action <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		13. Competitive Level Code 14. Agency Use																																															
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18. Department, Agency, or Establishment Department of the Interior a. First Subdivision Bureau of Land Management b. Second Subdivision State Office		c. Third Subdivision d. Fourth Subdivision e. Fifth Subdivision Signature of Employee (optional)		20. Supervisory Certification. I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.		a. Typed Name and Title of Immediate Supervisor Signature _____ Date _____		b. Typed Name and Title of Higher-Level Supervisor or Manager (optional) Signature _____ Date _____																																															
21. Classification/Job Grading Certification. I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standards.		22. Position Classification Standards Used in Classifying/Grading Position Range/Forestry Technician Series, GS-455/462, Dec 91, TS-111. GEG for Aid and Technician Work in the Biological Sciences, GS-400, Dec 91, TS-111. Information for Employees. The standards, and information on their application, are available in the personnel office. The classification of the position may be reviewed and corrected by the agency or the U.S. Office of Personnel Management. Information on classification/job grading appeals, and complaints on exemption from PLSA, is available from the personnel office or the U.S. Office of Personnel Management.																																																					
Typed Name and Title of Official Taking Action Mark W. Whitesell Supervisory Personnel Management Specialist Signature <i>Mark W. Whitesell</i> Date <i>11-21-00</i>		<table border="1" style="width:100%; border-collapse: collapse;"> <thead> <tr> <th colspan="2">23. Position Review</th> <th colspan="2">24. Remarks</th> </tr> <tr> <th>Initials</th> <th>Date</th> <th>Initials</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>a. Employee (optional)</td> <td></td> <td></td> <td></td> </tr> <tr> <td>b. Supervisor</td> <td></td> <td></td> <td></td> </tr> <tr> <td>c. Classifier</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>								23. Position Review		24. Remarks		Initials	Date	Initials	Date	a. Employee (optional)				b. Supervisor				c. Classifier				25. Description of Major Duties and Responsibilities (See Attached)																									
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INTRODUCTION

This is a position of a full-performance Firefighter. The incumbent has received formal and on-the-job training in the general duties and responsibilities of a Firefighter and in the specific duties and responsibilities involved as a member of a 20-person Interagency Hotshot Crew (IHC). The primary mission of the IHC is to provide mobile and highly trained crews for fire suppression and other resource related assignments.

MAJOR DUTIES

The incumbent uses knowledge of the processes, methods, and procedures to resolve the full range of irregular or problem situations associated with a wide range of firefighting duties. Typical assignments of the incumbent include:

- Immediate response to a resource order for IHC services from a regional or zone dispatch coordination center.
- Initial attack fire suppression activities.
- Participating in prescribed burn projects conducted by BLM units and other agencies.
- Participating in project work within the area or at other BLM units or at other agencies where such work would be of benefit to the incumbent for training or other needs as determined by the Squad Leader.
- Constructing handlines in vegetation and topography ranging from the sub-tropics of the Florida Everglades, to the tundra of Alaska and Canada, to the dense spruce-fir of the Rocky Mountains, and to the grass and cactus of the desert southwest.
- Installing complex hose lays.
- Collecting fire data such as fuel loading, tree stand density, fuel moisture, and weather.
- Monitoring fire behavior, fire effects, and fire weather on management ignited prescribed fires and natural prescribed fires.
- Performing fuel loading studies, fuel moisture monitoring, taking fire weather, and determining fuel moisture content.
- Operating a variety of motor vehicles to transport equipment, supplies, crew members, etc.
- Performing basic first aid.
- Performing other land management and natural resource assignments as selected by the supervisor to provide training and experience in fire management.

Depending on the level of experience and / or training, the incumbent may be called upon to perform the following duties:

- Serve as technical instructor for area and local unit fire suppression, fire management, and all-risk training courses.
- Serve as an agency representative on various task groups to develop action items and area policy recommendations on fire management issues.

Additional Duties

May perform project work and lead other workers in the same type of work which may include, but is not limited to: cleans outdoor recreational facilities; mows grass and trims shrubs; performs trail maintenance and building maintenance duties; completes resources management projects; removes and disposes of hazard trees; provides emergency medical services; and so forth.

Other Significant Facts

This is a testing designated position (TDP) under the Department of the Interior Drug-Free Workplace Program.

Incumbent is subject to medical examination and must pass the work capacity test for arduous positions.

FACTORS

1. Knowledge Required by the Position (Level 1-4, 550 points)

Working knowledge of fire behavior including causes of fire, influence of temperature, humidity, wind, topography, slope and fuel moisture conditions, and fuels in order to know where to attack the fire, build fire line and where to be positioned to manage a wildland fire.

Working knowledge of fire management techniques, methods and conditions in order to provide instructions to crew members, accurately analyze complex fire circumstances, determine when additional forces may be needed, or determine when circumstances warrant withdrawal of crew to safe locations.

Detailed knowledge of the methods and procedures associated with wildland fire suppression and management to resolve a full range of irregular or problem situations when suppressing wildland fires.

Specific technical firefighting knowledge such as, but not limited to, fire engine and pump operations, handcrew operations and/or helicopter operations to enable the incumbent to function in assigned capacities and to instruct or lead others in those duties if necessary.

Specialized knowledge and necessary certifications in areas of falling, saw repair, long line certification, rappelling, pump operation and water handling, use of specialized equipment used

in response to emergency medical services and urban interface/intermix situations and helicopter accessory equipment used in wildland fire management and prescribed burns.

Ability to operate pumping mechanisms and determine proper hose lays for the most effectiveness in accomplishing the appropriate fire management activities.

Knowledge of air operations, rappelling, helicopter capabilities and limitations, helicopter contracts, load balance and capacity, load calculating, and manifesting of personnel and equipment. Knowledge of work procedures and practices in working with helicopters and aircraft.

Knowledge of tactical methods and techniques for use of water and additives in controlling and mopping-up fires in order to efficiently and effectively accomplish operations where water is in short supply.

Skill in use of hand tools such as pulaski, shovel, and McLeod; and power tools including chainsaw and portable pumps to build fireline and control wildland fire and to perform other non-fire related duties engaged in firefighting or preparation for such assignments.

Knowledge of fire terminology to communicate with other crewmembers.

Working knowledge of fire behavior, hazards, and accepted fire safety practices and procedures to prevent injury and loss of life.

Knowledge of general range/forestry technician work in order to personally perform and lead others in the performance of a variety of work in such areas as hazard tree removal, hazard fuel reduction, prescribed burning, recreation, wildlife and watershed, and in the general facility of vehicle and equipment maintenance and upkeep.

Knowledge of appropriate act requirements to include the Equal Opportunity Act, Civil Rights Act, Age Discrimination in Employment Act, Rehabilitation Act, 29 CFR 1604.11(a) Sexual Harassment sufficient to function within a diverse workforce.

Ability to perform duties under stressful and adverse operating conditions, such as long work hours, heavy workloads, emergency situations, adverse working and environmental conditions.

Knowledge of agency and interagency qualification, position task book requirements, and certification standards and procedures adopted by the National Wildfire Coordinating Group (NWCG).

Knowledge of reporting requirements and procedures.

Knowledge and skill of standard first aid procedures sufficient to perform preliminary first aid and triage as necessary.

Knowledge of the structure and function of the Department of the Interior and the Department of Agriculture, and the United States Forest Service sufficient to determine how they interact on an interagency basis.

Knowledge of related fields such as forestry, range, wildlife, botany, soils and water, cultural and historical resources in order to make informed fire operational decisions.

Verbal and written communication skills sufficient to effectively interact with people at all levels, internal and external to the organization, including the public.

Ability to perform basic computer technology skills such as word processing, electronic mail, internet use, and specialized fire information databases and programs.

Knowledge of the organization and the function of cooperative interagency fire organizations such as NWCG, NICC, GACC, state and local governments to facilitate fire operations in a multi-jurisdictional setting.

2. Supervisory Controls

(Level 2-2, 125 points)

The supervisor provides instructions for new assignments. The employee uses initiative in carrying out standard assignments and independently works out solutions to complex problems related to specific skills. Technical problems or unfamiliar situations that would require modifying established practices are referred to supervisor for guidance. Work is reviewed on the basis of overall effectiveness. New assignments are checked in more detail to insure accuracy and to make sure that instructions were followed.

3. Guidelines

(Level 3-2, 125 points)

Most guidelines are in the form of oral instructions and training prior to actual fire suppression activities. General guidelines can be found in the annually published BLM Standards for Fire Operations.

Some guidelines are also contained in the prescribed burning and hazard fuel reduction plan, emergency medical services plan, safety plan, the Fireline Handbook, Health and Safety Handbook, and other specific local guides pertinent to the local unit or specific to the type of work being performed.

Since every possible situation cannot be anticipated and covered in training, the employee must use judgment in applying knowledge, especially in situations where the supervisor is not available for consultation. Guides such as safety regulations must be applied.

4. Complexity

(Level 4-2, 75 points)

Practices and leads fire suppression under the most adverse conditions of climate, fuels, and terrain. As an experienced specialized firefighter is expected to have the technical knowledge to perform in specific fire assignments, (i.e., faller, water handling specialist, rappeller, etc.) safely

and efficiently. Decisions as to what must be done depend, to a considerable degree, on the employee's analysis of the situation and issues involved, and the selected course of action. The work involves conditions and elements that must be identified and analyzed to discern interrelationships.

5. Scope and Effect (Level 5-2, 75 points)

The scope of work varies from that of smaller fire suppression activities to acting as a member of a fire organization that may involve several hundred people. However, the primary role is to manage wildland fires safely and effectively. The effect of the work performed in any case is to minimize total loss. The performance of the crew contributes to the overall effectiveness of the wildland fire management effort.

6&7. Personal and Purpose of Contacts (Level 1/A, 30 points)

Contacts are with coworkers and other members of wildland fire management suppression resources. Contacts are made to exchange information about wildland fire suppression activities and needs. Contacts may also be required to coordinate these needs with other land managing agencies.

8. Physical Demands (Level 8-3, 50 points)

Arduous: Duties involve fieldwork requiring above average physical performance, endurance and superior conditioning. Work requires prolonged standing, walking over uneven ground, and recurring bending, reaching, lifting and carrying of items weighing over 50 pounds and shared lifting and carrying of heavier items, and similar strenuous activities requiring at least average agility and dexterity.

Duties include demands for strenuous activities in emergencies under adverse environmental conditions and over extended periods of time. Operation of some specialized fire equipment can place extended physical stress on incumbent during fire activities.

Incumbent is subject to medical examination and must pass the work capacity test for arduous positions.

9. Work Environment (Level 9-3, 50 Points)

The work is primarily performed outdoors in forest and desert environments in steep terrain where surfaces may be extremely uneven, rocky, or covered by vegetation. Temperatures commonly exceed 100 degrees F and fall below freezing. Risks include smoke inhalation, fire entrapment, snake or insect bites and stings, exposure to excessive machinery noise, and falling and rolling material. Personnel must adjust and cope with exposure to weather elements, dust and smoke, poor bivouac and eating situations under an unpredictable set of circumstances. Incumbent may be required to live in backcountry camps for extended periods of time. The hazardous nature of the job requires that protective clothing be worn (hard hat, gloves, boots,

Range/Forestry Technician (Fire), GS-455/462-05
(Firefighter – IHC)

F190

flame resistant clothing and other personal protective equipment). Work requires travel by light fixed-wing or rotor-wing aircraft.